

**Side Letter**  
**UCSF GSR Appointees**

- A. This side letter applies to those Graduate Student Researcher (“GSR”) bargaining unit members at UCSF who meet the following criteria at the time of implementation of the 2022-25 UC-UAW GSR Collective Bargaining Agreement:
- annual employment earnings of \$44,000, derived from a combination of current GSR salary point 10 wages and off-scale compensation. “Off-scale compensation” means wages paid to UCSF GSRs that are above the salary associated with their given salary point in the published salary scale that was effective 10/1/21.
- B. **90 Days from Ratification:**  
For the GSRs described in paragraph A above, UCSF agrees to place them above scale at 50% time at a rate that is equal to 3% higher than their base wages at the time of ratification ( $\$44,000 \times 1.03 = \$45,320$ ). Following this action, these individuals will no longer receive off-scale compensation.
- C. **On 10/1/2023:**  
UCSF will move all GSRs described in paragraph A above to point 6 of the new scale (\$47,196). This represents an additional 4.1% increase to the ratification rate described in Paragraph 1 above (\$45,320). Accordingly, the wages for these bargaining unit members would be based on the annual range adjustments in the collective bargaining agreement going forward.
- D. **On 10/1/2024:**  
The GSRs described in paragraph A would receive the contractually-mandated approximately 6.4% range adjustment for all individuals on scale.